



Well-Being Program

Guide to Mentorship

A Well-Being Support Guide Created for You

The ACR® is committed to supporting your well-being. Guides like these, created by fellow radiologists, are designed to help identify activities that can enhance your well-being and mitigate burnout.

About Mentorship

- Mentoring relationships are important to career success.
- Differences in race, gender, age, career interest and culture can adversely affect the effectiveness and value of mentoring relationships.
- Given that there are multiple vulnerable groups in radiology (women and other underrepresented groups) due to the predominantly nonminority male makeup of the specialty, there may not be enough mentors of similar race, gender, etc., for all mentees. Thus, it is important to learn how to mentor across these differences so that all members of the radiology community can benefit from effective mentoring.

How to Use This Guide

This guide will take you through readings, activities and other resources to help you learn how mentoring across differences can improve well-being and reduce burnout.

Resources

Mentoring Sessions — Article and Workshop Exercise

[MedEdPORTAL: Mentoring Across Differences](#)

The Mentoring Across Differences (MAD) sessions are designed to address challenges that arise in mentoring relationships due to differences in race, gender, age, career interest and culture. This resource provides the framework and exercise needed to mentor across differences in the mentor-mentee relationship by learning how to facilitate workshops, making the mentor-mentee relationships more valuable and effective.

To access details such as the timelines for sessions, case examples and presentations, download the appendices from the MedEdPORTAL page.

■ Time

Approximately 45 minutes to read the resource. Implementing the curriculum takes two 90-minute interactive sessions.

Establishing Mentor Groups — Article and Exercise

[Tales of Mentoring in Radiology: The Experience of Residents and Mentors at a Single Academic Program](#)

This paper describes how to implement mentoring groups in residency training, though it can also be applicable to practicing radiologists. The article demonstrates how mentoring groups can be a valuable addition to residency training. These mentoring groups serve as support groups, as well, so residents (and practicing radiologists) can ideally reach out to these groups, particularly for help with career advice and work-life balance.

■ Time

45 minutes to 1 hour to read the article and 1 hour, 4 times a year to implement the mentoring groups.